
THE CITY OF ROCHELLE
Ogle County, Illinois

RESOLUTION
NO. _____

**A RESOLUTION APPROVING AN AMENDMENT TO THE
PERSONNEL MANUAL**

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Ogle County, Illinois

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**A RESOLUTION APPROVING AN AMENDMENT TO THE
PERSONNEL MANUAL**

WHEREAS, the City of Rochelle, County of Ogle, State of Illinois a non-home rule unit of government, has the power to set policies and procedures for its employees and elected officials; and

WHEREAS, previously the City has adopted a policies and procedures manual for employees ("Personnel Policies Manual") setting forth the policies and procedures in current force and effect for City employees and elected officials; and

WHEREAS, by its nature, the Personnel Policies Manual, otherwise referred to as the Employee Handbook, is in constant need of review and revision to be consistent with all applicable laws and current technology; and

WHEREAS, the City staff and legal counsel have identified a need to amend the Personnel Policies Manual; and

WHEREAS, the City Council finds it to be in the best interests of its citizens and residents to amend the Personnel Policies Manual by adding information regarding employee engagement in political undertakings.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ROCHELLE, OGLE COUNTY, ILLINOIS:

SECTION ONE: That City hereby incorporates all of the recitals above into this Resolution as if fully set forth herein.

SECTION TWO: The City hereby amends the Personnel Policies Manual, Chapter 5, Article J, "Other" to add the following underlined language and delete the language with a strikethrough:

POLITICAL ACTIVITY

The Local Governmental Political Rights Act provides municipal employees with protection to engage in political activities on their own time provided the employee does not use his or her position to coerce or inhibit others in their political activities. See 50 ILCS 35/1. You are encouraged to exercise your rights as a private citizen, which includes holding membership in and supporting a political party, voting as you choose, expressing your opinion on all political subjects and candidates, attending political meetings, and maintaining political neutrality, if desired. At no time may you use your position as an employee of the City of

Rochelle to endorse or provide any public support of a political party or candidate. Any such public support must be done without reference to your status as an employee or your job title and must not express or imply any City government endorsement of any political party or candidate. Failure to follow these guidelines may result in discipline.

~~However, t~~The support or promotion of political activities or interests by City employees during working hours or with City resources is strictly prohibited. Employees are prohibited from using City email and phones to engage political activity. No employee is required or expected to contribute money to any candidate or political party, or referendum supporters or opponents except on a purely voluntary basis.

SECTION THREE: All prior Ordinances and Resolutions in conflict or inconsistent herewith are hereby expressly repealed but only to the extent of such conflict or inconsistency.

SECTION FOUR: This Resolution shall be in full force and effect from and after its passage, approval and publication in pamphlet form as provided by law.

PASSED THIS ____ day of July 2022.

AYES:

NAYS:

ABSENT:

APPROVED THIS ____ day of July 2022.

MAYOR

ATTEST:

CITY CLERK

STATE OF ILLINOIS)
)
COUNTY OF OGLE) SS.

CERTIFICATE

I, _____, City Clerk of the City of Rochelle, County of Ogle and State of Illinois, DO HEREBY CERTIFY that the foregoing is a true and correct copy of Resolution No. _____, “AN RESOLUTION APPROVING AN AMENDMENT TO THE PERSONNEL MANUAL,” which was adopted by the Mayor and City Council of the City of Rochelle on _____, 2022.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the corporate seal of the City of Rochelle this _____ day of July 2022.

CITY CLERK